OUTLINE OF RESEARCH PROPOSAL SUBMITTED FOR DISSERTATION AS PARTIAL FULFILLMENT OF THE DEGREE OF DOCTOR OF PHILOSOPHY IN SUBJECT OF MANAGEMENT STUDIES

Title of the proposal :	**To Study the Challenges of Recruitment and Selection process of Sportsperson for Employment in State Government Services in Maharashtra.**
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ALKESH DINESH MODY INST. UNIVERSITY OF MUMBAI FIN. & MGNT. STUDIES

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Research Proposal

To Study the Challenges of Recruitment and Selection process of Sportsperson for Employment, in State Government Services in Maharashtra

I) Introduction

The ancient historic records of sports can be dated back at least 3,000 years. Where we see thebeginning of sports often involved in preparation of war activities or training as a hunter, thus explaining, the early games involving the throwing of spears, rocks, and stakes and one on one with opponents. The ancient Greeks introduced formal sports to the world with the first ever Olympics Games organized in 776 BC which included various events wrestling, foot and chariot racing, jumping,discus and javelin throwing.

India is home to a variety of sports. It extends from tribal sports to more traditional games such as badminton and cricket. Indian sports have a history that dates back to the Vedic age. It is said to be as old as 8000 years, from the time of the Indus Valley civilization.

In today's time, sports is said to be a major contributor to economic and social development. With the growth of sports and its growing awareness in society, its being well recognized by Governments, including in the U.N. Political Declaration of the 2030 Agenda, which reflects on "the contribution sports make to the empowerment of women and of young people, individuals and communities, as well as to health, education and social inclusion objectives. Resulting this the Central government of India has already taken initiative from 2014 in making Sports in a fast growing industryand after the onset of Covid-19 pandemic the Government of India has inaugurated the 'FIT INDIA MOVEMENT' on 29th August 2019 (National Sports Day) by Hon'ble Prime Minister of India at Indira Gandhi stadium, New Delhi, with a view to make fitness as an integral part of our daily lives. This was done to encourage indigenous sports and to make fitness reach every school, college/university, panchayat/village, etc.

Sports in India got a strong push after the 2004 Athens Olympics where Major. Rajyavardhan Singh Rathod won a Silver in Rifle Shooting which resulted of the young citizens of India being inspired by it and taking up various sports. Later with every further Olympics the medals tally of Indiashowed an upward growth graph attracting parents and then the Indian government to support the youth of our country to take up sports right from

childhood. This upcoming youth is making sports as their first priority in life due to childhood inculcation of healthy lifestyle, has given a boom in sportingindustry in the past decade which has initiated more sports person being developed in our country. Understanding this the government is also supporting sports payers with various financial aides, modern equipment, facilities, foreign coaches, sports infrastructure, physiotherapists, doctors, nutritionist, etc due to which we were able to win 1 gold, 2 silvers, 4 bronzes which totaled to be 7 anda highest medal tally for the Indian Olympic contingent in 2021 TOKYO OLYMPICS which is historical achievement for India. This has inspired Indian population to take up sports on a larger number which is not limited to cities only, as Neeraj Chopra winning the Olympic gold has led the interior and rural most youth to dream to win such medals on international level setting an example himself that with hard work and great determination can bring any such dream true.

With such momentum the recruitment process of various such sports person has gained great importance based on their District, State, National or International achievements. This needs to be studied as there are various government, semi government and private sectors recruiting sportsperson based on their merits in sports and education qualification, but does not match rapidly `growing Sportsindustry. Study needs to be done on the employment criteria and the growth rate of sports person recruitment in state government of Maharashtra to get a clear picture of the growth rate between the industry and employment ratio. Presently, employment is a major issue in our county where India hasthe largest youth population in the world which is around 66 percent of the total world population (more than 808 million) is below the age of 35 years. With nearly 40 percent of the Indian populationis aged 13 to 35 years (defined as youth in National Youth Policy) it's important to focus on the youthand more over for sports pursuing youth so that we have healthy next generation who can have job security as well. Maharashtra state had its first sports policy in 1996, being the first state in the countryto do so. This showed the leading thought process of state of Maharashtra when it comes to sports andtill date it stands among top five states in sports achievements. With such Sports oriented backgroundof the state it's very much required to study the recruitment and selection of sportspersons based on merits in government sector. The study will give clear picture of the challenges in Sportspersons job securing aspect as their years of hard work needs to be recognized with State government acknowledging the same by assuring financial independence to the sportsperson so that they can secure their livelihood and even support their family, with ease of

performing and winning more medals for the country.

In these times of globalization and liberalization, competition in the job market is really high and there is always risk of downsizing and changing government polices also affect the employability capability of private sector companies. In this scenario competition for government jobs have seen a surge, mainly due to job security it offers even in the times of slow economic development. Combined with other social factors such as financial stability, social status and comparatively low work pressure makes it preferential career option. Economy of our country is rapidly growing with rate of almost 6% PA, government has also initiated Make in India campaign and various projects in the Defence, Aerospace, Shipbuilding, Power Generation etc. Which earlier were outsourced are being undertaken domestically, creating a huge demand for highly trained and experienced workforce.(11)

Sports players are always worried about their future. No matter how successful they are, the future always worries them. To get over this panic there are opportunities available to apply. There are several government job opportunities for a sportsperson in India. Apart from job opportunities, there are other benefits players get from institutions and other fields. Along with these, they can continue their sports career and if they perform great, can represent our country at different levels.(12)

II) Literature Review

- Beginning Of Sports

India being one of the oldest civilization has a sports history that goes back thousands of years. The game of dice was also mentioned in the famous Indian epic – Mahabharata. It is believed that chess, too, originated in India. Ancient Indian texts acknowledge the presence of archery, wrestling, swordsmanship and boxing. Renowned Chinese travellers Hiuen Tsang and Fa Hien wrote of a plethora of sporting activities in India. Swimming, running, and ball games were immensely popular among the students of Nalanda and Taxila (ancient Indian universities). (2)

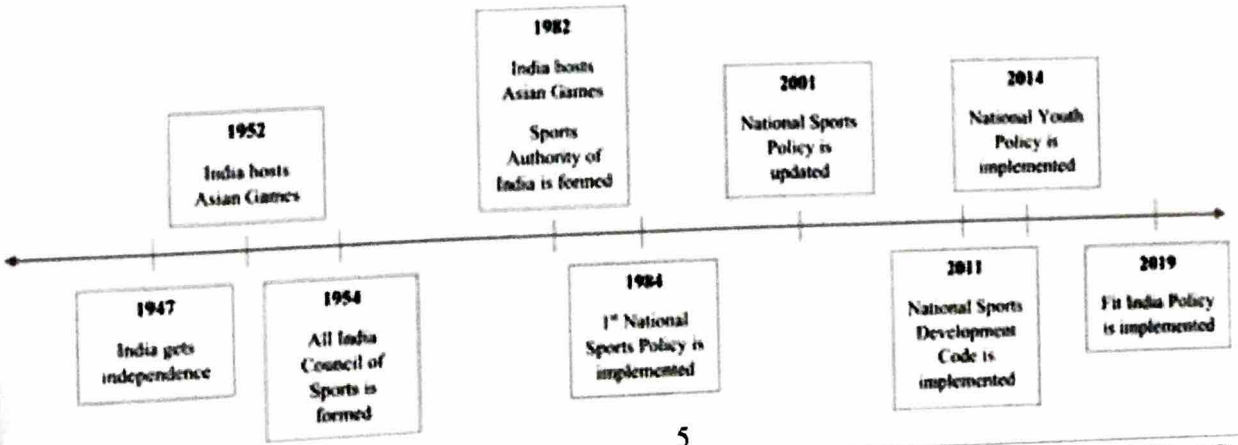
- Sports Policy Of India

Sports to flourish in India a sports policy was to be formulated, where sports policy refers to the formal rules and regulations of a sport organization (or government) which are intended to guide employee actions. A sport policy is an outline of the direction a sport should take, according to makersof a policy. The Jawaharlal Nehru led government created

the All-India Council of Sports (AICS) in 1954 to promote sports in the country. The role of AICS was to advise the government on issues suchas the national sports policy, funding of national sports federations and providing coaching for elite athletes (Khasnis *et al.* 2021). Prior to the 1982 Asian Games hosted in New Delhi, the Indira Gandhi led government installed a specific government department to look after sport (now known as Ministryof Youth Affairs and Sports, MYAS). As its first act, the MYAS introduced India's first ever National Sports Policy (NSP) in 1984 and launched the Sports Authority of India (SAI) to develop coaches andphysical education teachers, to grow participation in sport and physical activity participation, and sporting infrastructure (Ghosh *et al.* 2013). The MYAS set up two distinct government units in 1986: the Netaji Subhas National Institute of Sport (NSNIS) and the Lakshmibai National College of PhysicalEducation (LNCPE) to emphasise the importance of sport and physical education in the education sector through the National Education Policy (Chelladurai *et al.* 2002, 2011, Chelladurai and Patil 2020). India's early sport policy in 1984 separated physical education and sport from each otheras two distinct focus areas. In the subsequent years, while sport policies and sporting ecosystems wereembedded in many other nations, there was no sport policy update for 16 years in India, until 2001. (3)

In 2001, India updated its sport policy to focus on a dual aim of mass participation in sport and excellence at the elite level (Ministry of Youth Affairs and Sports 2022g). According to the 2001 policy the promotion of mass participation was to be led by the central government, whereas the central government and the SAI collaborated with the Indian Olympic Association (IOA) and NSFs to promoteelite sport excellence. Unfortunately, these policies saw very little improvement in elite Indian sport as India won a total of 4 medals in the two subsequent Olympics (2004, 2008). (3)

Figure 1. A timeline of key dates influencing sport development policy in India between 1947–2019.



The development of sport was identified as a national priority again in 2011 by the Manmohan Singh led UPA government. The National Sports Development Code (NSDC) of India was formed in2011, see Figure 1 (Ministry of Youth Affairs and Sports 2022e) and recognised that sport could offer in promoting an active lifestyle, child and youth development, social inclusiveness, employment opportunities, peace, and development, belongingness and national pride. The aims of the NSDC 2011 were twofold. Firstly, it aimed to define the areas of responsibility of the various agencies involved inthe promotion and development of sports, identify National Sports Federations (NSFs) eligible for coverage under these guidelines, to set priorities, and to detail the procedures to be followed by the Federations, benefit from Government sponsorship and assistance and state the conditions for eligibility to receive government recognition and grant. Secondly, the NSDC 2011 aimed to ensure thefunctioning of NSFs in accordance with the principles and objectives of the concerned international federation, the principles of the Olympic Charter and the constitution of the Indian Olympic Association (IOA) to be eligible for financial assistance and sponsorship from MYAS. (3)

However, between 2011 and 2017, several developments challenged the ethics and good governance in sports administration in India, prompting the Narendra Modi led NDA government to introduce the draft National Code for Good Governance in Sports 2017 (Ministry of Youth Affairs andSports 2022b). The primary aim of the draft NCGGS 2017 was to clarify the basic universal principles of good governance, ethics and specify the mandatory minimum governance standards and norms forthe IOA and NSFs. However, the policy has not been adopted as different NSFs have utilised legal loopholes to keep the implementation of various principles of NCGGS 2017 at bay (McLeod and Star 2020). Most recently, the Narendra Modi led government launched the Fit India movement in 2019 to make fitness and physical activity an integral part of the daily life in India (Ministry of YouthAffairs and Sports 2022c). (3)

- Present Scenario

India has around 48 recognised National Sports Federations (NSFs). These are mostly headedand/or controlled by politicians. But the administrative body of India's most popular sport, cricket, theBoard of Control for Cricket in India (BCCI) is not an NSF. It is a society registered under the Tamil Nadu Societies Registration Act. BCCI's status is not conferred by any statute or order of the government. It enjoys the monopoly status over

cricket by virtue of being a first mover. It receives minimal funding from the government, but is the richest cricket board in the world. (2)

The situation is similar when it comes to performance of different states in sports. Haryana hasbeen at the forefront when it comes to sports performance among states. From the Indian contingent of 81 athletes at the 2012 London Olympics, 18 hailed from Haryana including all top boxers and wrestlers. In the 2010 Commonwealth Games, Haryana contributed no less than 22 of the 38 gold medals that India won. A lot of this credit should go to the Haryana government which incentivises sports participation with various prizes and promotes participation of sports at school level itself. Evenin the 2016 Rio Olympics, Haryana and Punjab accounted for almost a third of the participants from India. Karnataka and Kerala also have significant representation after Punjab and Haryana. Unfortunately, larger states like Gujarat and Bihar failed to send any representation. (2)

A few additional benefits which are provided by the government to sportspersons:

Incentives to sportspersons

Under the supervision of the Ministry of Youth Affairs and Sports, eligible sportspersons are provided with a cash prize and meritorious pensions as per policies and guidelines. Similarly, infrastructure and facilities are provided under the same scheme.

SAI- Assistant Coach

Getting an opportunity in SAI is one of the best opportunities a sportsperson can receive. However, the organisation sets high standards for selection. SAI recruits Olympians and Paralympians as an assistant coach. It's an entry-level grade of the coaches where 5% reservation is for Olympians and 1% for Paralympians.

Preference as a student

The Sports School provides education from grade 5 to higher education. We make their basic learning, be it in sports or education, strong, with a strong motive to make them efficient players, representing the country and finishing on the podium. We try to inculcate all abilities in them so that they have a bright future, either in the corporate world or sports field and to be more specific in both fields.(12)

All universities have to represent in different events being conducted at the district level, national level or university level. This helps them in their ranking and recognition from the parenting board. This is the reason universities either reserve seats for students, give them

preference or select them when there is a tie-in mark. The sporting career does not end, one can continue coaching and play university games.(12)

❖ Sports Recruitment In India

Many of us acquired the talent in the field of sports and made a mark in State Level/National Levelsports events. In order to promote this enthusiasm among players and for sports, Indian Government has implemented sports quotas in education and government jobs. (4)

Most of the government institutions, including Indian Railways, Indian Army, Police, GovernmentBanks/Universities, and PSUs recruit meritorious sports players time to time. These departments of Government of India are always looking forward to encourage the players. This would, in return, provides the job security to players and intensifies their desire to achieve glory through sports for the country. (4)

Government of India appoints meritorious sportspersons, who represents the National andInternational events in South Asia Federation Games, Asian Games, Federation Cup, World Cup, District, State, Olympics and Commonwealth Games, USIC Championship and several other sportsactivities, to any post in Group 'C' or erstwhile Group 'D' through Direct Recruitment. (4)

Main methods of Recruitment in Government and Associated Departments:

These methods are followed in almost all the organisiations, government or private. Private sector also utilizes services of third party, whereas government has dedicated commission for the same. Below are list of methods followed for recruitment by Government and Associated Departments.

- Direct Recruitment
- Short-Term Contract
- Promotion
- Re-Employment
- Absorption
- On the basis of deputation_

Central Government Departments and Ministries

Various ministries and departments facilitate with 5% reservation for a sportsperson. These reservations are for Group-C posts. There is no direct recruitment for Group-A and Group- B posts.

There are 43 sports disciplines that the Central Government considers to provide direct recruitment along with additional increments.

Maharashtra State Government

Maharashtra state has always been in forefront when it came about sports and this can be proven by the Maharashtra Government announcing its first sports policy in 1996, and was the first Indian state to do so. After five years, in 2001, the state government launched a second sports policy for a ten year period which had the motto "Fitness for all through Sports". As a part of this policy, the Sports Infrastructure Development Plan was created. In addition, a reservation was made for a sportsperson in government and semi-government jobs in the 2001 policy. In 2012, a third sports policy was declared which enabled financial assistance in order to prepare the state for participation in international competitions. (10)

The Directorate of Sports and Youth Services (Maharashtra) is the governing body which is responsible for sports in Maharashtra. The directorate is a part of the School Education and Sports Department of the Government of Maharashtra and is let by the Sports and Youth Welfare Minister of Maharashtra. The Maharashtra Olympic Association, affiliated with the Indian Olympic Association, is responsible for the selection and participation of the state's contingent in the Olympic Games, Commonwealth Games, Asian Games, and for the South Asian Games in Maharashtra.(10)

The state government of Maharashtra has sports recruitment in two ways direct recruitment for highly meritorious sportsmen in games mentioned in above paragraph and 5% reservation of sports quota for meritorious sportsmen in government exams. There are various financial aides and cash prizes awarded as well to sportsmen. The highest award given to sportsmen in Maharashtra state is the Shiv Chhatrapati Krida Puraskar which is done annually and other awards are given at district level as well. All such forms of encouragement are done by the state to enhance and develop sports from grass-root level. (10)

III) Research Gap for the study

As per the literature review of the studies on challenges of recruitment and selection of sports person in government services, the researcher found following research gaps:-

- No studies discuses government policies on recruitment of sports personnel post pandemic.
- No studies to analyse the impact of career growth of sports personnel.
- No studies the impact of work life balance and stress of the sports personnel undergo to get jobs in government sectors.

- No studies of awareness of government employment of sports personnel in Maharashtra.

IV) Purpose of the Study

The Government of India has taken sports as just an extra-curricular activity to a career promising industry, which has grown rapidly after 2012, London Olympics. This shows that huge amount of money is now invested in this field right from young age, where parents are inclined to spend money and even government is in the forefront for a fitter next generation as after Covid everyone has realized its greater importance in the upcoming future. Maharashtra being the first state in Indian history to have a sports policy of its own from the beginning is now seen falling back in the present day when it comes to participation of payers in major events like Common Wealth Games, Asian Games, World Cups, World Championships and even the Olympics. States like Haryana, Punjab, Odisha, Kerala, etc are doing much better these days which has made the State of Maharashtra Ranking come down in Sports performance. Where government jobs are given only to outstanding sports people its study has become a great importance in today's time, as we need to know the presentday picture of this aspect of the sportsmen's life.

This study will help understand the gap between government policies of recruitment and selection process and the challenges of sportsmen going through jobs struggle and later the job work load and its stress. Finally this study will help the Maharashtra State government to actually work forthe next generations to give them a stronger careers who will have fitter mind, body and secure jobs as they have spent their entire youth and made major sacrifices to gain glory for the state and the nation as well. This Study will help develop the sports industry better in the state and gain its past glory of the being the leading state in sports and best sportsperson.

V) Relevance of the Study

Presently, employment is a major issue in our county where India has the largest youth population in the world which is around 66 percent of the total world population (more than 808 million) is below the age of 35 years. With nearly 40 percent of the Indian population is aged 13 to 35years (defined as youth in National Youth Policy) it's important to focus on the youth. Growths in Olympic medals in various sports have given a boost to sports industry but not to sports recruitment.

Growth in sports industry needs increased sports quota and change in selection and recruitment criteriain government department. Huge prize money cannot secure the future of sports person in long run. Old policy and outdated methods to be reformed. For Example- The sports recruitment which is done in State government still uses the direct recruitment G.R. Of 2011. As the competition is increasing so are the standards in various competitions and hence the criteria need to be updated in recruitment G.R's so that it will help the upcoming players do justice to their hard earned achievements. Another observed issue is Inconsistency or no proper time line of recruitment. This can be explained with an Example where state government direct recruitment done in past few years 2003,2006, 2011,2016,2018 and after that nothing till 2022. The trend here shows no proper interval of time between two consecutive recruitment processes which causes panic and fear among players even after achieving good medals. Abrupt cancellation of job advertisement and recruitment. Example- Income-tax Mumbai 2021Advertisement was suddenly cancelled saying online technical site issues from the income tax department side and till date it's not resumed the promised reapplication which has made many players miss the age bar for this direct recruitment opportunity.

Recently a few news articles have given the understanding of past few year's trends in government jobrecruitment which is as follows-

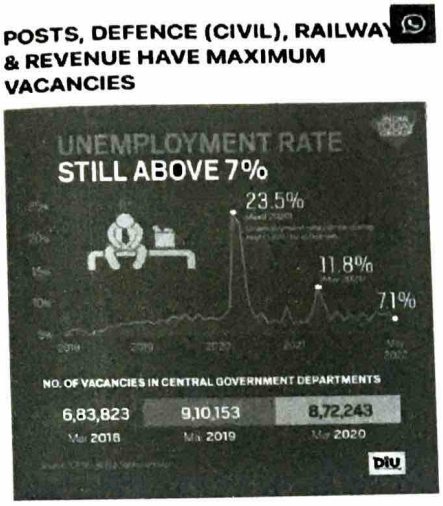
- Mint news of 26th July 2021 stated that hiring for government jobs is drying up, reaching the lowest level in at least three years in FY21 as the coronavirus pandemic spread misery far andwide. While the central government hired 27% fewer people in FY21, states hired 21% fewer, payroll data of the National Pension System (NPS) showed.

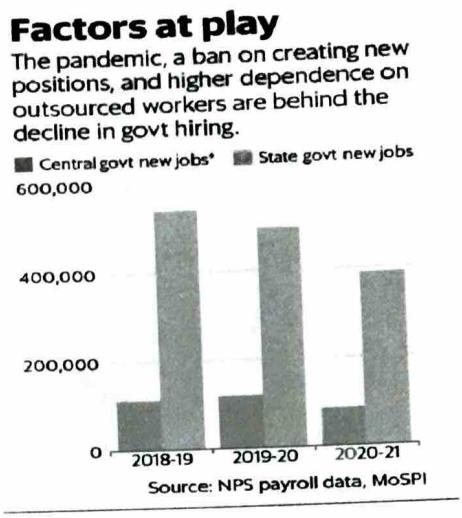
- The central government hired almost 119,000 people on permanent rolls in FY20, but the numbers dropped to 87,423 in FY21. Similarly, states hired 389,052 people in FY21, a drop ofalmost 107,000 from the year before.

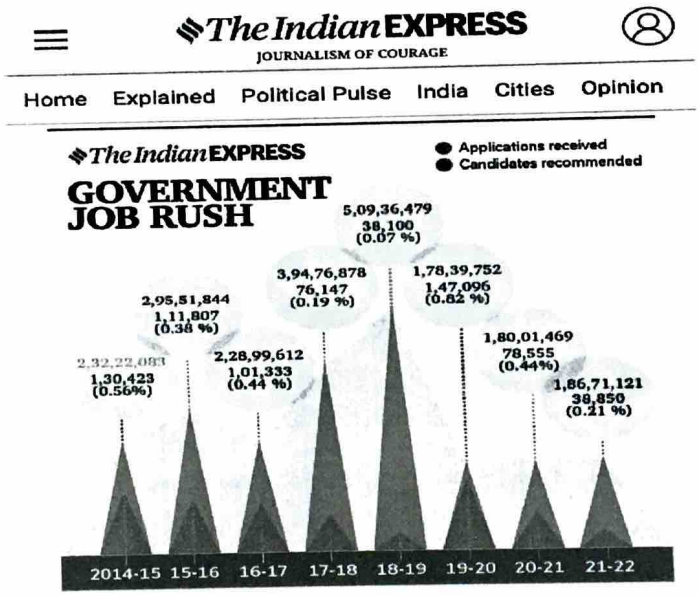
- The Indian Express of 28th July 2022 stated that the proportion of candidates selected for government jobs from the number of applications received during last 8yrs was in range of 0.07-0.80 % which is less than 1%.

These articles just show government jobs normal recruitment then the situation for the

recruitment of Sports person is a very niche topic that needs to be studies now itself as this is the need of the hour so as for future generations to continue sports in our county so that the dream of India standing in top 5 countries in Olympics can come true surel







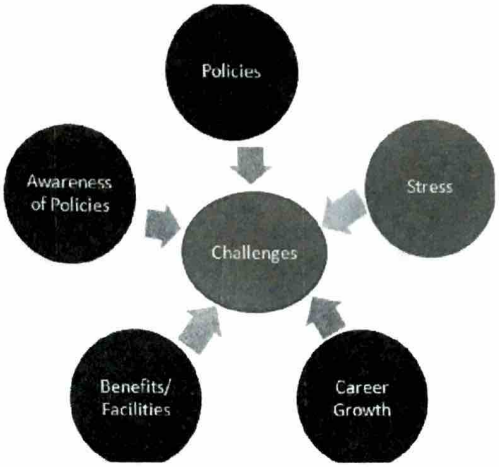
VI) Research Problem

The study will be conducted to examine the challenges faced during the recruitment and selection process of sports person in employment in Maharashtra. The research will also analyze the work problems, working hours, stress issues sports person face in employment.

This research is conducted to study the actual conditions and problems faced by the sports person before getting the job and facilities of practice given after joining the job. The

research is focused on sports person of Maharashtra State

The study will also identify how their work is impacting their sports life and how the workloadand duties are causing stress issues.



VII) Objectives:

1. To study the challenges of recruitment and section process in employment in State Governmentof Maharashtra.
2. To analyze the prevailing recruitment policies of sportsperson in State Government sector.
3. To examine the impact of stress on the Sports life of such sportsperson.
4. To study the scope of career growth of sports person in Maharashtra State.
5. To study the facilities/benefits provided to sports person for practice after recruitment in StateGovernment Sector.
6. To study the awareness of sportsperson for sports quota in State Government sector jobs.

VIII) Research Hypothesis

- H_{01}: The recruitment and selection policy of Maharashtra State government is not outdated

  H_{11}: The recruitment and selection policy of Maharashtra State government is outdated
- H_{02}: The recruitment and selection process of Maharashtra State government is done in equal interval of time.

  H_{12}: There recruitment and selection process of Maharashtra State government is not done in equalinterval of time.
- H_{03}: There were no stress issues caused due to workload in Sportsmen's life after having a government job

H_{13}: There were stress issues caused due to workload in Sportsmen's life after having a government job

- H_{04}: The recruitment and selection policy of Maharashtra State government helps in career growth of sportsmen.

  H_{14}: The recruitment and selection policy of Maharashtra State government does not help in careergrowth of sportsmen.

- H_{05}: There were no benefits given to sports people who had State government jobs.

  H_{15}: There were benefits given to sports people who had State government jobs.

- H_{06}: There was awareness among sports people regarding State government jobs.

  H_{16}: There was no awareness among sports people regarding State government jobs.

IX) Variables

i. Independent Variables

Independent variables is a variable that stands alone and isn't changed by other variables that are trying to be measured. So in this study Government policy are to be taken as independent variable. The benefits provided to the sportsperson on government jobs are also independent variables in this study.

ii. Dependent Variables

Dependent variables are the intended creating or influencing a change, which are expected to result from exposure to the independent variables. As exposure varies, results may differ, allowing effectiveness to be measured. The model differentiates between dependent variables that are immediate effects of recruitment and selection process criteria (termed "outcomes") and dependent variables that are later-emerging effects of recruitment and selection process criteria (termed "impacts"). Sample outcomes of recruitment and selection process criteria include participant giving right feedback their knowledge, attitude, and behavioral intent; and abilities. In this study, dependent variable are recruitment and selection process, their career growth, stress that comes during the process of selection and during job, awareness between sportsperson. The list of facilities like Insurance, leave, practice time, better coaching given, physical or mental fitness concessions, etc are also dependent variables inthis study.

X) Scope of the Study

- The study will be conducted in Mumbai, Maharashtra
- The study will examine the sportsmen's of Maharashtra State.
- The study will be focusing on the challenges of sportsperson to secure a government job.
- The study will also analyze the impact created by the work on sports person's sports life andafter joining facilities provided.
- This study will focus issues faced by the sports person's to continue his/her sports life aftersecuring the job.
- This study will help us the decline in performance of sports people in State government jobs.

XI) Limitations of the Study

- Sample size will be 500 respondents only.
- The research will be carried out for the period of 3 years.
- The study will be operated within the parameters of restricted geographical areas i.e.Maharashtra State.

XII) Research Design, Methodologies &Statistical tools of study

1. Data collection method

Primary Data

Data will be collected via a personally administered questionnaire or mail or electronic questionnaire. Open-ended and closed questions will be asked where the respondent will be allowed to answer in any way they choose also closed questions where the respondent will have to make choices among set of alternatives given by the researcher. Positive and negatively **worded** questions will be included by using 5 point scale. Classification data or personal information questions will be asked where demographic questions like age, educational level, marital status, income, and name (Ifnecessary) will be included.

Secondary Data

Secondary Data will be collected through various published works of literature, magazines, internet source, and Google scholar etc.

2. Research Design

Research design is the blueprint of the collection, measurement, and analysis of data.it is the way the data is gathered analyzed to arrive at the solution for the problem.

The study will use descriptive research design. Descriptive research design are mostly used for describing the events, situations or a person. Descriptive research is quantitative or qualitative in nature. Quantitative data will include information related to demographic data of sportsperson, working hours, tenure, sports achievements etc. Qualitative data will include stress issues, workload, Job satisfaction level, decision making etc.

Under descriptive research design cross sectional study will be done where the data will be gathered just once, for a period of particular years. This study is also called one-shot study.

3. Sampling procedure

- The **target population** is active sportsperson, coaches and retired sportsmen from their sport within geographical boundaries of Maharashtra State.
- **Sampling design** will include probability sampling where the element in the population have some known, nonzero chance or probability of being selected as sample object. Under probability sampling multistage cluster sampling technique will be used.
- The sample size will be calculated by sampling size formula as per the stratified sampling method. Approximately 400 respondents.

4. Analysis & interpretation of data

The data for the study will be collected by using a validated questionnaire and analyzed using software for eg: SPSS Data, Excel, etc.

The data will be interpreted based on the analysis and result obtained from the various statistical tests to study the reliability and validity of the questionnaire using Chronbach Alpha test, Statistical test for analyzing the data like Chi-square, ANOVA, etc.

5. Analysis Techniques

- The data will be coded i.e. number will be assigned to the participant responses before enteringthem in to the database.
- Various tests will be run i.e. measuring of central tendency and dispersion (mean, median, and mode) variance will be checked. Reliability, correlation, regression analysis, factor-analysis will be the methods used for analyzing the data.
- ANOVA, Chi-square test, and Graphical representations will be done.

XIII) Significance & Expected outcomes of the Study

The research is done to understand how sportsmen are suffering in order to get a decent job on their sports merits. This research will help in understanding what major problems does the sportsman face on securing a job after spending his entire youth life in balancing education and sports life.

This study will help to frame policies which will benefit the future sportsmen's in MaharashtraState. This study will also help to understand the actual problems faced by the sportsmen while securing the job and during work life which results in changes in sports performance. Although the sportsmen are working hard to secure a job and after getting the job there is no full stop to their hard work as workload leads to work stress and mental problems that finally results in poor performance giving no medals in coming years.

This study will try to identify the genuine problems that they face and bring in front. It will also benefit the society as our upcoming young generation wants a physically and mentally fit life which sports provide but a secure and nurturing job can further allow sportsmen to have an active sports life even further, rather than only till securing a government job. As presently sports is a growingindustry now it's even more important to harness the strong and determinant youth in our country instead of allowing brain-drain and allowing them to leave their sport which is their passion. Maharashtra State is spending a great amount on the development of sports in our state so this study will surely help us identify the gaps to avoid the sportsmen to underperform and secure more medals in Olympics in coming years.

XIV) Format

Sr.No	Content
1.	Introduction
2.	Review of Literature
3.	Research Problem
4.	Objective
5.	Scope of study
6.	Research Hypothesis
7.	Limitation of the study
8.	Research Methodology
9.	Significance & Expected outcomes of the Study
10.	Conclusion
11.	Bibliography and References
Appendix- I	Questionnaires
Appendix –II	List of Tables

XV) References

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